

PRINCE GEORGE COUNTY SCHOOL BOARD
PRINCE GEORGE, VIRGINIA
November 1, 2017

A special meeting of the Prince George School Board was called to order on Wednesday, November 1, 2017 at the School Board Office at 5:03 P.M.

Members present:

Mr. Robert E. Cox, Jr., Board Member
Mr. Kevin S. Foster, Chairman [arrived at approximately 5:10 P.M.]
Mr. Roger E. Franklin, Jr., Board Member
Mr. Lewis E. Stevenson, Vice Chairman
Mrs. Renee P. Williams, Superintendent
Dr. Lisa Pennycuff, Assistant Superintendent
Dr. Patrick Bingham, Assistant Superintendent
Mrs. Rebecca Kirk, Clerk

I. CALL TO ORDER

Mr. Stevenson, Vice Chairman, called the Special Meeting to order at 5:03 P.M.

II. ROLL CALL

Roll call indicated the following School Board Members present:

Present: Cox, Franklin, Stevenson
Absent: Ashcraft, Foster

III. PLEDGE OF ALLEGIANCE

Mr. Stevenson led the audience in the Pledge of Allegiance.

IV. APPROVAL OF AGENDA

Mr. Cox made a motion to approve the agenda as presented. Mr. Franklin seconded the motion.

VOTE: Ayes: Cox, Franklin, Stevenson
Absent: Ashcraft, Foster

[For the record, Mr. Foster arrived at approximately 5:10 p.m.]

V. PRESENTATIONS

A. Salary Study Overview with Evergreen Solutions

Dr. Bingham introduced Linda Recio, President of Evergreen Solutions, LLC. The salary study process was initiated in May 2016. Onsite visits were held the weeks of September 26, 2016 and October 23, 2016. Three orientations sessions were held with employees. Focus groups were held with 140 employees. The Job Assessment Tool was completed between September 30, 2016 and October 21, 2016 with a 70%-80% completion rate. Once the Job Assessment Tool was completed by employees, the supervisor's review was completed between October 21, 2016 and November 3, 2016. PGCPS has seven salary scales, 80 unduplicated job titles and 820 employees. The salary study indicated that non-instructional salaries are more out of alignment than teacher salaries. As a part of the market survey, the study indicates that PGCPS pays higher salaries. The salary study also indicated that PGCPS pays higher stipends, substitute salaries and benefits are in line or better than those included in the market survey. Copy of the presentation is attached.

Evergreen Solutions Recommendations:

- Adopt a Compensation Philosophy
- Adopt the proposed salary tables as recommended in the full report.

* 7 salary scales to instructional/non-instructional

- Implement the salary study results over a 1-3 year time frame
- Adopt the proposed grade order list in which attempts to ensure both internal and external equity for all classifications in PGCPS.

* Option 1: Bring to Minimum would cost \$319,599.00

* Option 2: Range Penetration Parity would cost \$1,191,712.00

*Option 3: Classification Date Parity would cost \$769,984.00

- Adopt the Job Assessment Tool with all newly hired employees
- Complete a salary study every 3- 5 years

The Board had several questions for Ms. Recio relating to step increases, salary ranges (market minimum, midpoint, maximum and stipends), salary comparisons with other districts, formula arrived to base Evergreen's proposed salaries, classifications, and scales for instructional and non-instructional staff.

The Board will reconvene on November 30, 2017 at 5:00 p.m. at the School Board Office to review additional information provided by Evergreen.

VI. ADJOURNMENT

Mr. Cox made a motion to adjourn the meeting at 6:22 p.m. Mr. Franklin seconded the motion.

VOTE: Ayes: Cox, Foster, Franklin, Stevenson
 Absent: Ashcraft

The meeting adjourned at 6:22 p.m.

IN WITNESS WHEREOF, we set our signatures this 20th day of November, 2017.

Approved:

/s/ Kevin S. Foster – Chairman

Attest:

/s/ Rebecca B. Kirk - Clerk of the Board